

COMMONWEALTH OF MASSACHUSETTS

THIS IS NOTICE OF THE REGULARLY SCHEDULED MEETING OF THE
BOARD OF REGISTRATION IN NURSING

Wednesday April 11, 2012
9 a.m. to 3 p.m.

239 Causeway Street ~ 4th Floor ~ Room 417A
Boston, Massachusetts 02114

Agenda

4/4/2012 5:22 PM

Time	Item #	Item	Exhibits	Staff Contact
9:00 a.m.	I.	Call to Order		
	II.	Approval of Agenda	Agenda	
	III.	Adjudicatory Session	Closed Session	
	IV.	G.L. c. 112, § 65C Session	Closed Session	
9:30 a.m.	V.	Approval of Minutes A. March 14, 2012 Regularly Scheduled Meeting B. March 14, 2012 Adjudicatory Session C. March 14, 2012 65C Session	Minutes Minutes Minutes	

Item #	Item	Exhibits	Staff Contact
VI.	Reports A. Chairperson and Board Members' Reports B. Executive Director's Report C. Staff Report 1. Deputy Executive Director 2. Policy and Research 3. Practice 4. Education 5. Complaint Resolution 6. SARP 7. Probation Monitor	none report report report report none report quarterly report	RH CR CS LT JMP VI/DM KF
VII	Consensus A. NCSBN Update B. Coalition for the Prevention of Medical Errors Update	report February 2012 minutes and March 2012 report	LT LT
VIII.	Requests for License Reinstatement A. M. Baker, RN197748; NUR-2010-0176	Request memo	TW/VB
9:40 a.m. IX.	A. Resolution of Pending Board Complaints 1. R. Graham, RN265893, NUR-2012-0012 2. D. Dematteo, RN267150, NUR-2012-0015 3. Y. Remillard, RN154120, NUR-2012-0069 4. A. Clark, RN279547, NUR-2012-0068 5. D. Weller, RN235378, NUR-2011-0177 6. L. Tendo, RN2270380, LPN68980 (expired), NUR-2011-0203 7. P. Chinepoh, LN66251, NUR-2011-0271 8. B. Salem, RN2265784, NUR-2011-0295 9. S. Mattar, RN230996, NUR-2012-0004 10. M. Slattery, RN267778, NUR-2012-0044 11. M. Chase, RN211503, NUR-2011-0286 12. N. Moran, RN272009, NUR-2012-0016	Investigative Report (IR) IR IR IR IR IR IR IR IR IR IR	IH/AF IH/HC ES/AF ES/AF ES/AF ES/AF ES/AF ES/AF ES/HC ES/HC MFS/HC MFS/HC MFS/HC MFS/HC

Item #	Item	Exhibits	Staff Contact
	B. Resolution of Pending Board Staff Assignments 1. L. Prout, RN275977, SA-INV-2535 2. C. Hogan, RN81381, SA-INV-2664	IR IR	LMM/AF EL/AF
	LUNCH RECESS 12 p.m. - 1 p.m.		
1:00 p.m.	X. Practice A. Revisions to Board Approved Proposed 244 CMR 10.00 Inclusive of Chapter 24 of the Acts of 2012	Memo	LT
	XI. Education A. 244 CMR 6.05(1) Prerequisite Approval, Bunker Hill Community College, Practical Nursing Program	Compliance Report	JMP
	XII. Information Confidentiality Update	Memo	HC/VB
	XIII. Request for Summary Suspension A. E. Hanrahan, RN193189, NUR-2010-009, NUR-2011-008, NUR-2011-017 and NUR-2012-003	Request, Proposed Order and Notice	PM/VB
Tentatively Scheduled for 11 a.m.	XIV. Discussion of Draft RN Workforce Data	Oral Presentation	CS/Guest
	XV. FY 13 Board meeting Schedule	Memo	RH
	XVI. FY 13 Annual Nominations for Election of Board Officers	Memo	RH
	XVII. Announcements/Other		
3:00 p.m.	XVIII. Adjournment		

DRAFT as of June 14, 2012

**COMMONWEALTH OF MASSACHUSETTS
BOARD OF REGISTRATION IN NURSING**

239 Causeway Street, Room 417A
Boston, MA 02114

**Minutes of the Regularly Scheduled Board Meeting
Wednesday, April 11, 2012**

Board Members Present

K. Gehly, RN/NP, Vice Chair
M. Beal, RN/NM
J. Faye Dubose, LPN
J. Killion, LPN
C. Lundeen, RN
A. Peckham, RN
E. Richard Rothmund, Public Member
J. Roy, RN
C. Simonian, PharmD, RPh
C. Tebaldi, RN/NP Coordinator
C. Weekes-Cabey, RN

Board Members Not Present

S. Kelly, RN/NP, Chair

Board Staff Present

R. Harb, RN, Executive Director
V. Berg, JD, Board Counsel
H. Cambra, RN, JD, Complaint Resolution Coordinator
A. Fein, RN, JD, Complaint Resolution Coordinator
V. Iyawe, RN, SARP Coordinator
D. Mclellan, RN, SARP Coordinator
C. Robertson, RN, Deputy Executive Director
C. Silveira, RN, Assistant Director for Policy and Research
L. Talarico, RN/NP, Nursing Practice
T. Westgate, Paralegal

Board Staff Not Present

M. Strachan, JD, Board Counsel
J. Pelletier, RN, Nursing Education
Coordinator
B. Mackey, RN, Nursing Education
Coordinator

Guests

See attached list.

TOPIC:

Call to Order

DISCUSSION:

A quorum of the Board was present.

ACTION:

At 9:02 a.m., K. Gehly, presiding Vice Chairperson, called the April 11, 2012 Regularly Scheduled Board Meeting to order.

TOPIC:

Approval of the Agenda

DISCUSSION:

C. Silveira asked that agenda item VII C: PCS 2011 Annual report be added, noting that the report was previously sent to Board members, and V. Berg informed that agenda item XIII E. Hanrahan request for Summary Suspension has been resolved by agreement and will not be presented to the Board. Student interns were introduced and guests welcomed.

ACTION:

Motion by E. R. Rothmund, seconded by C. Weekes-Cabey, and unanimously passed to approve the agenda as revised.

TOPIC:

Adjudicatory Session

DISCUSSION:

None

ACTION:

Motion by E. R. Rothmund, seconded by A. Peckham, and unanimously passed by roll call vote to go into Adjudicatory Session at 9:05 a.m. to discuss decisions in pending adjudicatory matters.

Adjudicatory Session 9:05 a.m. to 9:17 a.m.

TOPIC:

G.L. c. 112, s. 65C Session

DISCUSSION:

None

ACTION:

Motion by C. Weekes-Cabey, seconded by A. Peckham, and unanimously passed by roll call vote to go into G.L. c. 112, s. 65C Session at 9:18 a.m. to discuss negotiated settlements of complaints.

G.L. c. 112, s. 65C Session 9:18 a.m. to 9:33 a.m.

TOPIC:

Approval of Minutes:

1. Approval of the Minutes of the March 14, 2012, Regularly Scheduled Board Meeting
2. Approval of the Minutes of the March 14, 2012, Adjudicatory Session
3. Approval of the Minutes of the March 14, 2012, 65C Session

DISCUSSION:

None

ACTION:

Motion by C. Weekes-Cabey, seconded by A. Peckham, and unanimously passed to accept the Minutes of the March 14, 2012, Regularly Scheduled Board Meeting.

Motion by E. R. Rothmund, seconded by J. Killion, and unanimously passed to accept the Minutes of the March 14, 2012, Adjudicatory Session.

Motion by J. Killion, seconded by C. Weekes-Cabey, and unanimously passed to accept the Minutes of the March 14, 2012, 65C Session.

TOPIC:

Reports

- A. Chairperson and Board Members' Reports
- B. Executive Director's Report
- C. Staff Reports
 - 1. Deputy Executive Director
 - 2. Associate Director for Policy and Research
 - 3. Practice
 - 4. Education
 - 5. Complaint Resolution
 - 6. SARP
 - 7. Probation Monitor

DISCUSSION:

- A. Chairperson and Board Members Reports: none
- B. Executive Director's Report: Board members reviewed R. Harb's previously distributed report
- C. Staff Reports:
 - 1. Board members reviewed C. Robertson's previously distributed report
 - 2. Board members reviewed C. Silveira's previously distributed report
 - 3. Board members reviewed L. Talarico's previously distributed report.
 - 4. Board members reviewed J. Pelletier's previously distributed report. Noting that B. Mackey's name also appears on the report, C. Silveira explained that Ms. Mackey remains on leave.
 - 5. None
 - 6. Board members reviewed V. Iyawe's and D. Mclellan's previously distributed report
 - 7. Board members reviewed K. Fishman's previously distributed report

ACTION:

- A. So noted.
- B. So noted.
- C. So noted.

TOPIC:

Consensus Agenda

- A. NCSBN Update
- B. Coalition for the Prevention of Medical Errors Update
- C. PCS 2011 Annual Report

DISCUSSION:

DRAFT as of June 14, 2012

- A. Board members reviewed L. Talarico's previously distributed report
- B. Board members were provided the latest report and minutes from the Coalition for the Prevention of Medical Errors.
- C. Board members reviewed the previously distributed 2011 Annual Report submitted by Professional Credential Services. E.R. Rothmund noted that, relative to I.B.9 (Annual Report, page 4), work continues on the addition of the export eligibility file to MLO.

ACTION:

- A. Accepted by consensus
- B. Accepted by consensus
- C. Accepted by consensus. E.R. Rothmund requested that an update be provided to the Board at its June meeting regarding the status of work by System Automation on adding an export eligibility file feature to MLO.

TOPIC:

Requests for License Reinstatement

M. Baker, RN197748; NUR-2010-0176

DISCUSSION:

Board members reviewed T. Westgate's previously distributed memos which identified the Licensee's previous conduct, admissions, Board action and licensee's compliance with terms

ACTION:

Motion by J. Killion, seconded by M. Beal, and unanimously voted to terminate the Licensee's Agreement Not to Practice.

TOPIC:

Resolution of Pending Board Complaints and Staff Assignments

A. Resolution of Pending Board Complaints

- 1. R. Graham, RN265893, NUR-2012-0012
- 2. D. Dematteo, RN267150, NUR-2012-0015
- 3. Y. Remillard, RN154120, NUR-2012-0069
- 4. A. Clark, RN279547, NUR-2012-0068
- 5. D. Weller, RN235378, NUR-2011-0177
- 6. L. Tendo, RN2270380, LPN68980 (expired), NUR-2011-0203
- 7. P. Chinepoh, LN66251, NUR-2011-0271
- 8. B. Salem, RN2265784, NUR-2011-0295
- 9. S. Mattar, RN230996, NUR-2012-0004
- 10. M. Slattery, RN267778, NUR-2012-0044
- 11. M. Chase, RN211503, NUR-2011-0286
- 12. N. Moran, RN272009, NUR-2012-0016

B. Resolution of Pending Board Staff Assignments

- 1. L. Prout, RN275977, SA-INV-2535
- 2. C. Hogan, RN81381, SA-INV-2664

DISCUSSION:

Compliance Officers and the Complaint Resolution Coordinators presented their previously distributed Investigative Reports for Board Review and Action together with relevant clarifications, supplemental information and revised Complaint Resolution Coordinators' recommendations as necessary, if any.

ACTION:

A. Resolution of Pending Board Complaints

1. R. Graham, RN265893, NUR-2012-0012 – C. Simonian recused herself and left the room prior to the Compliance Officer's presentation. Motion by E.R. Rothmund and seconded by J. Killion and voted unanimously to refer the complaint to the Office of Prosecutions for issuance of an OTSC and adjudication. Alternatively, in final settlement of this matter the Licensee may also be offered or a STANDARD CONSENT AGREEMENT FOR PROBATION of her RN license for a one (1) year period that also requires documentation of her successful completion of six (6) contact hours on Medication Administration and Documentation in Nursing, six (6) contact hours on Patient Rights and Maintaining Patient Confidentiality including the topic of HIPAA requirements, three (3) contact hours on Effective Communication in Nursing and three (3) contact hours on Critical Thinking and Judgment in Nursing.
2. D. Dematteo, RN267150, NUR-2012-0015 - Motion by E.R. Rothmund, seconded by J. Roy and voted unanimously to refer the complaint to the Office of Prosecutions for issuance of an OTSC and adjudication. Alternatively, in final settlement of this matter the Licensee may also be a STANDARD CONSENT AGREEMENT FOR a *NON-DISCIPLINARY* STAYED PROBATION of her RN license for one (1) year that also requires successful completion of three (3) contact hours on Critical Thinking and Judgment in Nursing.
3. Y. Remillard, RN154120, NUR-2012-0069 - Motion by E.R. Rothmund, seconded by C. Weekes-Cabey and voted unanimously to refer the complaint to the Office of Prosecutions for issuance of an OTSC and adjudication. Alternatively, in final settlement of this matter the Licensee may also be offered a STANDARD CONSENT AGREEMENT for a *NON-DISCIPLINARY* STAYED PROBATION of her RN license, for six (6) months that incorporates the Board's standard probation agreement requirements regarding practice setting restrictions, supervisor verification, supervision and performance evaluations, active practice and continuing education related conditions, as well as documentation of successful completion of six (6) contact hours on Physical Assessment Skills, six (6) contact hours on Management of the Insulin Dependent Diabetic that includes the topic of Pharmacology of Insulin and six (6) contact hours on Critical Thinking and Judgment in Nursing.
4. A. Clark, RN279547, NUR-2012-0068 - Motion by E.R. Rothmund, seconded by C. Lundeen and voted unanimously to refer the complaint to the Office of Prosecutions for issuance of an OTSC and adjudication. Alternatively, in final settlement of this matter the Licensee may also be offered a STANDARD CONSENT AGREEMENT for a *NON-DISCIPLINARY* STAYED PROBATION of her RN license, for one (1) year that incorporates the Board's standard probation agreement requirements regarding practice setting restrictions, supervisor verification, supervision and performance evaluations, active practice and continuing education related conditions, as well as documentation of successful completion of six (6) contact hours on Physical Assessment Skills, six (6) contact hours on Management of the Insulin Dependent Diabetic that includes the topic of Pharmacology of Insulin, and six (6) contact hours on Critical Thinking and Judgment in Nursing.
5. D. Weller, RN235378, NUR-2011-0177 – J. Killion recused herself and left the room prior to the Compliance Officer's presentation. C. Tebaldi disclosed that she supervises non-nursing staff at Jordan Hospital, but was able to make an impartial determination of this matter. Motion by J. Roy, seconded by C. Weekes-Cabey and voted unanimously to refer the complaint to the Office

of Prosecutions for issuance of an OTSC and adjudication. Alternatively, in final settlement of this matter the Licensee may also be offered SARP if determined eligible or a STANDARD CONSENT AGREEMENT FOR SURRENDER of her RN license for an indefinite period with reinstatement requirements that also include the standard either/or substance abuse related requirements, a standard mental health evaluation (that may be incorporated in the addictionologist evaluation if the Licensee obtains this alternative), a standard medical evaluation, the standard criminal activity related requirements, documentation of her successful completion of six (6) contact hours on Medication Administration and Documentation in Nursing, six (6) contact hours in Pain Management in Nursing, three (3) contact hours on Legal and Ethical Aspects of Nursing and three (3) contact hours in Critical Thinking and Judgment in Nursing, and a standard POST-SURRENDER PROBATION AGREEMENT for at least one (1) year.

6. L. Tendo, RN2270380, LPN68980 (expired), NUR-2011-0203 - Motion by E.R. Rothmund, seconded by J. Killion and voted unanimously to refer the complaint to the Office of Prosecutions for issuance of an OTSC and adjudication. Alternatively, in final settlement of this matter the Licensee may also be offered a STANDARD CONSENT AGREEMENT for a *NON-DISCIPLINARY* STAYED PROBATION of his RN license and LPN license if renewed during the pendency of the agreement for six (6) months that incorporates the Board's standard probation agreement requirements regarding practice setting restrictions, supervisor verification, supervision and performance evaluations, active practice and continuing education related conditions, as well as documentation of his successful completion of three (3) contact hours on Critical Thinking and Judgment in Nursing, four (4) contact hours on Burn trauma Injury, two (2) contact hours on Prevention of Medical Errors, six (6) contact hours on Documentation in Nursing, and three (3) contact hours on Legal and Ethical Aspects of Nursing.
7. P. Chinepoh, LN66251, NUR-2011-0271 - Motion by E.R. Rothmund, seconded by C. Weekes-Cabey and voted unanimously to refer the complaint to the Office of Prosecutions for issuance of an OTSC and adjudication. Alternatively, in final settlement of this matter the Licensee may also be offered a STANDARD CONSENT AGREEMENT for PROBATION of his LPN license for at least one (1) year that also required documentation of his successful completion of six (6) contact hours on Documentation in Nursing Practice, six (6) contact hours in Recognizing and Handling Medical Emergencies in Nursing three (3) contact hours in Critical Thinking and Judgment in Nursing and three (3) contact hours in Effective Communication in Nursing Practice, documentation of at least thirty (30) contact hours of continuing education for his last two (2) license renewal periods, and an Affidavit from the Licensee attesting that he has reviewed and understands the requirements of M.G.L. c. 46, §9 for a declaration of death by a nurse *and* the Board's Advisory Ruling No. 0801, Advisory Ruling on the Initiation and Withholding of Cardiopulmonary Resuscitation in Massachusetts Long-term Care Facilities with 24-hour Skilled Nursing Staff on Duty.
8. B. Salem, RN2265784, NUR-2011-0295 - Motion by J. Killion, seconded by C. Weekes-Cabey and voted unanimously to DISMISS the complaint without prejudice with a non-disciplinary cautionary letter that states all licensed nurses are expected to provide the Board with full and complete disclosure of criminal and/or disciplinary actions when requested.
9. S. Mattar, RN230996, NUR-2012-0004 - Motion by J. Roy, seconded by J. Killion and voted unanimously to refer the complaint to the Office of Prosecutions for issuance of an OTSC and adjudication. Alternatively, in final settlement of this matter the Licensee may also be a STANDARD CONSENT AGREEMENT FOR SUSPENSION of her RN license for an indefinite period with reinstatement requirements to also include the standard criminal activity related requirements. The suspension period to be followed by a standard POST-SUSPENSION PROBATION for one (1) year that includes all the standard setting and supervision requirements.

Refer the employer agency to the Office of the Attorney General for review and action if appropriate.

10. M. Slattery, RN267778, NUR-2012-0044- Motion by E.R. Rothmund, seconded by J. Killion and voted unanimously to DISMISS the complaint without prejudice with a non-disciplinary cautionary letter that states all licensed nurses in Massachusetts are expected to adhere to the laws and regulations governing nursing practice, including but not limited to, acting within scope of nursing practice.
11. M. Chase, RN211503, NUR-2011-0286- Motion by E.R. Rothmund, seconded by J. Killion and voted unanimously to refer the complaint to the Office of Prosecutions for issuance of an OTSC and adjudication. Alternatively, in final settlement of this matter the Licensee may also be offered a STANDARD CONSENT AGREEMENT FOR SUSPENSION of his RN license for a minimum of one (1) year with reinstatement requirements that also include successful completion of the six (6) contact hours on Legal and Ethical Aspects of Nursing and six (6) contact hours on Critical Thinking and Judgment in Nursing, three (3) contact hours on Mental Health Fundamentals, three (3) contact hours on Understanding the Biology of Mental Disorders, and the standard criminal activity related requirements. The suspension period to be followed by a standard POST-SUSPENSION PROBATION for one (1) year including the standard setting and supervision requirements.
12. N. Moran, RN272009, NUR-2012-0016- Motion by E.R. Rothmund, seconded by J. Killion and voted unanimously to refer the complaint to the Office of Prosecutions for issuance of an OTSC and adjudication. Alternatively, in final settlement of this matter the Licensee may also be offered a STANDARD CONSENT AGREEMENT FOR SUSPENSION of her RN license for an indefinite period with reinstatement requirements that also include the successful completion of six (6) contact hours on Legal and Ethical Aspects of Nursing, six (6) contact hours on Critical Thinking and Judgment in Nursing, and six (6) contact hours on Assessment of Skin Integrity Changes. The suspension period to be followed a standard POST-SUSPENSION PROBATION for one (1) year.

B. Resolution of Pending Board Staff Assignments

1. L. Prout, RN275977, SA-INV-2535 – Motion by C. Simonian, seconded by C. Weekes-Cabey and voted unanimously to close the Staff Assignment without further action as the alleged breakdown is not substantiated and therefore there is no basis for a formal complaint.
2. C. Hogan, RN81381, SA-INV-2664 – Motion by E.R. Rothmund, seconded by C. Weekes-Cabey and voted unanimously that upon confirmation of negative CORI results, close the Staff Assignment without further action as a complaint is not warranted at this time based on consideration of all the information and circumstances. If, however, the CORI is positive, open a complaint for further investigation.

RECESS 10:45 a.m. – 11:00 a.m.

TOPIC:

Discussion of Draft RN Workforce Data

DISCUSSION:

Guest, Angela Nannini, PhD, RN, Senior Analyst, Department of Public Health, presented selected draft results from the first comprehensive survey of MA RNs who completed online applications during the 2010 renewal cycle. Dr. Nannini noted that final data analysis and a Data Series Report will be available soon.

ACTION:

Noted.

TOPIC:

Practice: Revisions to Board Approved Proposed 244 CMR 10.00 Inclusive of Chapter 24 of the Acts of 2012

DISCUSSION:

Board members reviewed L. Talarico's previously distributed report. Ms. Talarico indicated that the Board of Registration in Medicine will present the Revisions to Board Approved Proposed 244 CMR 10.07 Inclusive of Chapter 24 of the Acts of 2012 on May 2, 2012, not April 11, 2012 as indicated in the memo.

ACTION:

Motion by C. Weekes-Cabey, seconded by C. Simonian, and unanimously voted to:

1. Approve language changes to 244 CMR 10.00: *Massachusetts Regulations Governing Advanced Practice Registered Nursing* to comply with Chapter 24 of the Acts of 2012.
2. Proceed with the promulgation process.

TOPIC:

Education

A. 244 CMR 6.05(1) Prerequisite Approval, Bunker Hill Community College, Practical Nursing Program

DISCUSSION:

Members reviewed the previously distributed application for Pre-requisite Approval submitted by Bunker Hill Community College for the establishment of its proposed Practical Nurse Program. Members noted the proposed program would begin with the admission of 15 students in January 2013 and that a December 2012 graduation was planned. Program Administrator, Demetra Phair, MSN, RN, was in attendance.

ACTION:

J. Roy recused herself and left the room prior to the C. Silveira's presentation on behalf of J. Pelletier. Motion by E. R. Rothman, seconded by A. Peckham, and unanimously voted to:

1. Find that Bunker Hill Community College has provided satisfactory information describing its potential ability to establish a Practical Nurse education program complying with 244 CMR 6.04: *Standards for Nursing Education Program*, noting that authorization by the Department of Higher Education to conduct a Practical Nursing Program remains outstanding;
2. Grant Bunker Hill Community College Prerequisite Approval Status to establish its proposed Practical Nurse education program

TOPIC:

Information Confidentiality Update

DISCUSSION: H. Cambra and V. Berg discussed their previously distributed memorandum including information related to identified covered classifications under M.G.L. ch. 66A §10(d) and the Division's procedure for protecting appropriate information for individuals belonging in those groups.

ACTION: The Board accepts the report as presented.

TOPIC:

Summary Suspension

DISCUSSION: V. Berg discussed the summary suspension regulations that allow for suspension of licensure prior to a full adjudicatory hearing, as well as the criteria for determining when such action is appropriate.

ACTION: Noted

TOPIC:

FY 13 Board meeting Schedule

DISCUSSION:

Board members reviewed the previously distributed FY 13 Board Meeting Schedule, noting that meetings are scheduled for every second Wednesday of every month except in August.

ACTION:

Motion by E. R. Rothmund, seconded by A. Peckham unanimously passed to approve the FY 13 Board meeting Schedule as presented.

TOPIC:

FY 13 Annual Nominations for Election of Board Officers

DISCUSSION:

Ms. Harb distributed nomination forms to be completed and returned by May 11, 2012. Ms. Harb will contact nominees to confirm their willingness to serve before finalizing the Ballot..

ACTION:

So noted

TOPIC:

Announcements

DISCUSSION:

C. Robertson reminded Board members that RSVPs are due for the May 9, 2012 Retreat

ACTION:

So noted

TOPIC:

Adjournment

DISCUSSION:

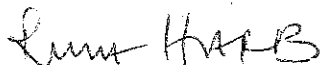
None

DRAFT as of June 14, 2012

ACTION:

Motion by E. R. Rothmund, seconded by C. Weekes-Cabey, and passed unanimously to adjourn the meeting at 12:50 p.m.

Respectfully submitted by:



Rula Harb, MS, RN, Executive Director
Board of Registration in Nursing

Reviewed by: Mary Strachan, Board Counsel
Board of Registration in Nursing